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| Federal Communications Commission Washington, D.C. 20554 <div style="text-align: center;">FCC 396</div> | Approved by OMB 3060-0113 (March 2003) | FOR FCC USE ONLY |
| BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application) Read INSTRUCTIONS Before Filling Out Form | | FOR COMMISSION USE ONLY FILE NO. B396 - 20130801AVS |

Section I

| | | |
|--|---|--|
| Legal Name of the Licensee SUSQUEHANNA RADIO CORP. | | |
| Mailing Address 3280 PEACHTREE ROAD, NW SUITE 2300 | | |
| City ATLANTA | State or Country (if foreign address) GA | Zip Code 30305 - |
| Telephone Number (include area code) 4049490700 | | E-Mail Address (if available) |
| Facility ID Number 54770 | | Call Sign KFOG |
| TYPE OF BROADCAST STATION: (if applicable) | Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International | Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV |

Application Purpose

- ☒ New Program Report
☐ Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

| Call Sign | Facility ID Number | Type (check applicable box) | Location (City/State) | Time Brokerage Agreement (check applicable box) |
|-----------|--------------------|--------------------------------|--------------------------|--|
| | | | | |

| | | | | |
|------|-------|---|-------------------|---|
| KFOG | 54770 | <input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV | SAN FRANCISCO, AZ | <input type="radio"/> Yes <input checked="" type="radio"/> No |
|------|-------|---|-------------------|---|

| Call Sign | Facility ID Number | Type (check applicable box) | Location (City/State) | Time Brokerage Agreement (check applicable box) |
|-----------|--------------------|---|--------------------------|---|
| KFFG | 58843 | <input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV | LOS ALTOS, CA | <input type="radio"/> Yes <input checked="" type="radio"/> No |

| Call Sign | Facility ID Number | Type (check applicable box) | Location (City/State) | Time Brokerage Agreement (check applicable box) |
|-----------|--------------------|---|--------------------------|---|
| KNBR | 35208 | <input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV | SAN FRANCISCO, CA | <input type="radio"/> Yes <input checked="" type="radio"/> No |

| Call Sign | Facility ID Number | Type (check applicable box) | Location (City/State) | Time Brokerage Agreement (check applicable box) |
|-----------|--------------------|---|--------------------------|---|
| KSAN | 14484 | <input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV | SAN MATEO, CA | <input type="radio"/> Yes <input checked="" type="radio"/> No |

| Call Sign | Facility ID Number | Type (check applicable box) | Location (City/State) | Time Brokerage Agreement (check applicable box) |
|-----------|--------------------|---|--------------------------|---|
| KTCT | 51188 | <input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV | SAN MATEO, CA | <input type="radio"/> Yes <input checked="" type="radio"/> No |

| Call Sign | Facility ID Number | Type (check applicable box) | Location (City/State) | Time Brokerage Agreement (check applicable box) |
|-----------|--------------------|---|--------------------------|---|
| KGO | 34471 | <input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV | SAN FRANCISCO, CA | <input type="radio"/> Yes <input checked="" type="radio"/> No |

| Call Sign | Facility ID Number | Type (check applicable box) | Location (City/State) | Time Brokerage Agreement (check applicable box) |
|-----------|--------------------|---|--------------------------|---|
| KSFO | 34472 | <input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV | SAN FRANCISCO, CA | <input type="radio"/> Yes <input checked="" type="radio"/> No |

CONTACT PERSON IF OTHER THAN LICENSEE

| | | | |
|----------------------|-------------|-------------------------------------|--------------------------------|
| Name MARK N. LIPP | | Street Address 1776 K STREET, NW | |
| City WASHINGTON | State DC | Zip Code 20006- | Telephone Number 2027197503 |

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during ☒ Yes ☐ No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? ☐ Yes ☒ No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

| | |
|-----------------------------------|--|
| Signed | Name of Respondent JOHN W. DICKEY |
| Title EXECUTIVE VICE PRESIDENT | Telephone No. (include area code) 4049490700 |
| Date 8/1/2013 | |

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

| | |
|--|---|
| Name: ANNETTE TARABINI & WILL MIZUTANI | Title: BUSINESS & ASSISTANT BUSINESS MANAGERS |
|--|---|

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

| | |
|---|-------------|
| I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files. | [Exhibit 2] |
| II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain. | [Exhibit 3] |

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: DISCRIMINATION COMPLAINTS

Attachment 1

| Description |
|---------------------------|
| Discrimination Complaints |

Exhibit 2

Description: EEO PUBLIC FILE REPORTS

Attachment 2

| Description |
|-----------------------------|
| 2012 EEO Public File Report |
| 2013 EEO Public File Report |

Exhibit 3

Description: NARRATIVE STATEMENT RE. OUTREACH EFFORTS

Attachment 3

| Description |
|--|
| Narrative Statement re. Outreach Efforts |

Discrimination Complaints

A complaint alleging age, disability, and medical condition discrimination was filed against the licensee by Ralph Barbieri, an on-air radio show host, on April 27, 2012 at the California Department of Fair Employment and Housing. *See* DFEH Case No. E201112M6402-02. Mr. Barbieri filed an amended complaint alleging age, disability, and medical condition discrimination on May 8, 2012. *See* DFEH Case No. E201112M6449-00. DFEH issued a right to sue notice on May 8, 2012 at Mr. Barbieri's request. Mr. Barbieri filed suit on June 18, 2012 in the Superior Court of California for the County of San Francisco. *See* CGC-12-521684. The complaint remains pending as of this writing.

A complaint alleging discrimination and/or retaliation due to cancer was filed against the licensee by Valerie Howard, a general sales manager, on September 15, 2011 at the California Department of Fair Employment and Housing. *See* DFEH Case No. E201112MO309-00-pc and E201112MO309-01-pc. Valerie Howard filed suit on June 27, 2012 in the Superior Court of California for the County of San Francisco. *See* CGC-12-521907. The case was removed on September 18, 2012 to the United States District Court for the Northern District of Georgia. *See* 4:12-cv-4880. The complaint remains pending as of this filing.

Cumulus-San Francisco
KFOG(FM), KFFG (FM), KSAN(FM), KNBR(AM),
KTCT(AM), KGO (AM) and KSFO (AM)
EEO PUBLIC FILE REPORT
September 16, 2011 - July 31, 2012^{1,2}

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|--------------------------|--|-------------------------------|
| KNBR Sales Coordinator | 1, 4-41 | 38 |
| KNBR Sales Coordinator | 1, 4- 41 | 39 |
| KSFO Sales Manager | 1, 6-41,46 | 37 |
| Continuity Coordinator | 39 | 39 |
| National Sales Manager | 39* | 39 |
| KGO Account Executive | 1, 6-16, 18, 21-27, 29-41, 45 | 45 |
| KGO Account Executive | 1, 6-16, 18, 21-27, 29-41, 45 | 39 |
| KGO Account Executive | 1, 6-16, 18, 21-27, 29-41, 45 | 38 |
| KFOG Account Executive | 1-2, 6-16, 18, 21-27, 29-41, 43 | 38 |
| KFOG Account Executive | 1-2, 6-16, 18, 21-27, 29-41, 43, 47 | 38 |
| KFOG Account Executive | 1-2, 6-16, 18, 21-27, 29-41, 43, 47 | 47 |
| KFOG Account Executive | 1-2, 6-16, 18, 21-27, 29-41, 43, 47 | 36 |
| KFOG Account Executive | 1-2, 6-16, 18, 21-27, 29-41, 43, 47 | 14 |
| KFOG Account Executive | 1-2, 6-16, 18, 21-27, 29-41, 43, 47 | 36 |
| KNBR Account Executive | 1, 4, 6-16, 18, 21-27, 29, 29-41, 43, 47 | 4 |
| KNBR Account Executive | 1, 4, 6-16, 18, 21-27, 29, 29-41, 43, 47 | 38 |
| KNBR Account Executive | 1, 4, 6-16, 18, 21-27, 29, 29-41, 43, 47 | 37 |
| KNBR Account Executive | 1, 4, 6-16, 18, 21-27, 29, 29-41, 43, 47 | 47 |
| KSAN Account Executive | 1, 3, 6-16, 18, 21-27, 29, 29-41, 43, 47 | 43 |
| KSAN Account Executive | 1, 3, 6-16, 18, 21-27, 29, 29-41, 43, 47 | 38 |
| Traffic Sales Specialist | 1,6, 7-13, 15, 16, 18, 21-27, 29, 30- 41 | 38 |

¹ On September 16, 2011, the actions necessary to consummate the transfer of control of the stations in this employment unit were completed. See Existing Shareholders of Cumulus Media, Inc., et al., 29 FCC Rcd. 12956 (2011). As a result, the timeframe for this report is an abbreviated one, beginning on September 16, 2011.

² This Report was revised in July 2013 to address formatting and reporting issues.

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---|--|-------------------------------|
| Traffic and News Staff | 1, 6-16, 18, 23-33, 38-43, 45-46 | 6 |
| Traffic and News Staff | 1, 6-16, 18, 23-33, 38-43, 45-46 | 38 |
| Traffic and News Staff | 1, 6-16, 18, 23-33, 38-43, 45-46 | 40 |
| Traffic and News Staff | 1, 6-16, 18, 23-33, 38-43, 45-46 | 39 |
| Traffic and News Staff | 1, 6-16, 18, 23-33, 37-43, 45-46 | 37 |
| Traffic and News Staff | 1, 6-16, 18, 23-33, 37-43, 45-46 | 37 |
| Traffic and News Staff | 1, 6-16, 18, 23-33, 38-43, 45-46 | 40 |
| KFOG Morning Show Co-Host | 1-2, 6-15, 20, 23-27, 29, 30, 32-41, 43 | 1 |
| KFOG Morning Show Co-Host | 1-2, 6-15, 20, 23-27, 29, 30, 32-41, 43 | 36 |
| KFOG Morning Show Co-Host | 1-2, 6-15, 20, 23-27, 29, 30, 32-41, 43 | 38 |
| KFOG Morning Show Co-Host | 1-2, 6-15, 20, 23-27, 29, 30, 32-41, 43 | 41 |
| KGO/KSFO Assistant Program Director | 1, 38, 40* | 38 |
| KGO/KSFO Assistant Program Director | 1, 38, 40* | 38 |
| National Sales Coordinator | 1, 6-8, 14-15, 19-20, 23-27, 29-30, 32-33, 35- 41 | 6 |
| KGO News Producer | 1, 6-11,13-14,16, 19-20, 23-27, 29- 41, 45 | 6 |
| Cumulus SF Graphic Designer | 1, 7-11,13,14,19,23,25,29-41, 45 | 38 |
| KSFO Promotions Coordinator | 1, 7-14,19,20,23,25,27,29-41, 46 | 38 |
| KGO News Producer | 1, 6- 14,19-20, 23, 25, 27, 29-33, 35- 41, 45 | 6 |
| Accounts Receivable Coordinator | 1, 6-16, 18 | 11 |
| Accounts Receivable Billing Coordinator | 1, 7-13, 16, 20, 23-27, 29, 30, 32-41 | 36 |
| KGO Assignment Editor | 1, 7-13, 16, 20, 23-27, 29, 30, 32- 41, 45 | 40 |

**Exigent Circumstances*

Cumulus - San Francisco
KFOG(FM), KFFG (FM), KSAN(FM), KNBR(AM),
KTCT(AM), KGO (AM) and KSFO (AM)
EEO PUBLIC FILE REPORT
September 16, 2011 - July 31, 2012

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period ³ |
|-----------|--|---|---|
| 1 | Internal Posting | N | 9 |
| 2 | KFOG website, www.kfog.com | N | 55 |
| 3 | KSAN website, www.1077thebone.com | N | 36 |
| 4 | KNBR website, www.knbr.com | N | 162 |
| 5 | Cumulus Jobs, www.cumulusjobs.com | N | 0 |
| 6 | Craigslist, www.sfbayareacraigslist.org | N | 74 |
| 7 | Bay Area STAR, (415) 332-5754, bayareastar.org | N | 0 |
| 8 | California Employment Development Department, Oakland Career Center East, 675 Hegenberger Road, 3rd Floor, Oakland, CA 94621, (510) 563-5283 – http://www.caljobs.ca.gov/ | N | 0 |
| 9 | UC Berkeley Career Center, University of California, Berkeley, Berkeley, CA 94720, 510.642.6000, https://berkeley-csm.symplicity.com/employers/ | N | 1 |
| 10 | California State University – East Bay, O. Ray Angle, Director Career Development Center, CSU East Bay, 510.885.2139, ray.angle@csueastbay.edu, post online at https://eastbay-csm.symplicity.com/employers/index.php | N | 0 |
| 11 | University of San Francisco Career Center, 2130 Fulton Street, San Francisco, CA 94117-1080 (415) 422-5555, https://usfca-csm.symplicity.com/employers/ | N | 1 |
| 12 | San Jose State University Career Center, One Washington Square, San José, California 95192, 408.924.1000 https://sjsu-csm.symplicity.com/employers/index.php?signin_tab=0&ck=1&au=&ck= | N | 2 |
| 13 | Stanford University, 450 Serra Mall, Stanford, California 94305. 650.723.2300 https://stanford-csm.symplicity.com/employers/ | N | 0 |
| 14 | St. Mary's College of California, 1928 Saint Mary's Road, Moraga, CA 94556, 925. 631.4000, http://www.stmarys-ca.edu/community-and-visitors/for-employers/index.html | N | 1 |

³ The SEU is unable to confirm the accuracy of total interviewees.

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period ³ |
|-----------|---|---|---|
| 15 | Golden Gate University , Office of Career Planning, 40 Jessie St., Suite 320, San Francisco, CA, 94105, E-mail: careers@ggu.edu, Phone: 415.442.7299, https://ggu-csm.symplicity.com/employers/index.php?cck=1&au=&ck= | N | 0 |
| 16 | AMFMJobs.com | N | 0 |
| 17 | GadBall.com | N | 0 |
| 18 | ActiveHire.com | N | 0 |
| 19 | Career Grub , info@CareerGrub.com, http://www.careergrub.com/members/login/?next=/jobs/post/ | N | 0 |
| 20 | City College of San Francisco ; post on website at http://www.ccsf.edu/Services/; also email to eseymore@ccsf.edu and iquadra@ccsf.edu | N | 0 |
| 21 | WorkInSports.com , Amy Eaton, Director of Employer Relations, Work In Sports, L.L.C. P: 480-905-8059, F: 480-905-7231; post by email to PostAJob@WorkInSports.com. | N | 0 |
| 22 | Music Jobs USA , 1 323 527 9905, http://us.music-jobs.com/employers.php | N | 0 |
| 23 | Northern California Broadcasters Association ; arobillard@ncradio.com | N | 0 |
| 24 | Heald College , 670 Howard Street, San Francisco, CA 94105; dwennette_flash@heald.edu | N | 0 |
| 25 | San Francisco State University BCA Department , 1600 Holloway Avenue, San Francisco, CA 94132, (415) 338-1111; Paid positions - beca@sfsu.edu; Internships - mcamacho@sfsu.edu | N | 0 |
| 26 | San Francisco State University Career Center , recruit@sfsu.edu | N | 0 |
| 27 | SFRecruiter.com – send by email to jobs@sfrecruiter.com | N | 0 |
| 28 | Career Resources Development Center , 655 Geary Blvd., San Francisco, CA 94102, (415) 775-8880; holly@crdcsf.org and jobsforcrdc@yahoo.com | N | 0 |
| 29 | NOVA , Joyce Nolan, 505 W. Olive Avenue, Sunnyvale, CA 94086, 408.774.5417; fax 408.730.7643; jobs@novaworks.org | N | 0 |
| 30 | Gary James, Ohio Center for Broadcasting , 5330 East Main St, Suite 200, Columbus, Ohio 43213, Phone: 614.245.0555 gary@beonair.com | N | 0 |
| 31 | National Lesbian & Gay Journalists Association , 2120 L Street, Suite 850, Washington, DC 20037, Phone: 202.588.9888, Fax: 202.588.1818, info@nljja.org | N | 0 |
| 32 | Arriba Juntos , Edwin Narvaez, Case Manager/Employment Specialist, 1850 Mission St., San Francisco, CA 94103, 415-401-4895 (Direct), 415-487-3240 (Main) | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period ³ |
|--|--|---|---|
| 33 | Diablo Valley College Career Placement Center, 321 Golf Club Road, Pleasant Hill, CA 94523, Phone: 925.685.1230, Fax: 925.691.7538; email careerservices@dvc.edu | N | 0 |
| 34 | Experience Unlimited, Attn: Sylvia Gonzales, 745 Franklin Street, Lower Level, San Francisco, CA 94102 Tel: 415.771.1776; send to fax 415.749.7478 | N | 0 |
| 35 | Young Community Developers, Inc., 1715 Yosemite Avenue, San Francisco, CA 94124, (415) 822-3491; Fax 415.822.1196; | N | 0 |
| 36 | Walk-In/Self-Referral | N | 3 |
| 37 | Non-Employee Referral | N | 3 |
| 38 | Employee Referral | N | 15 |
| 39 | Re-Hire (<i>former employee</i>) | N | 6 |
| 40 | Internal Transfer/Promotion | N | 3 |
| 41 | CMP Business Managers CMPBusinessManagers@cumulus.com | N | 1 |
| 42 | SEU Job Fairs (<i>see Section III</i>) | N | 0 |
| 43 | On-Air Announcements (<i>one or more SEU stations</i>) | N | 1 |
| 44 | Bank Works: Julie Chervin Program Supervisor, 510.843.2263 Fax; 877.395.9468 | N | 0 |
| 45 | KGO website, www.kgoam810.com | N | 3 |
| 46 | KSFO website, www.ksfo.com | N | 0 |
| 47 | Indeed.com | N | 44 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 420 |

Cumulus -San Francisco
KFOG(FM), KFFG (FM), KSAN(FM), KNBR(AM),
KTCT(AM), KGO (AM) and KSFO(AM)
EEO PUBLIC FILE REPORT
September 16, 2011 - July 31, 2012

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|---|
| I | College Internship Program | <p>During this reporting period this SEU hosted <u>127</u> interns from the following schools:</p> <p>Academy of Art University; Bucknell University; Cal Poly – San Luis Obispo; Cañada College; Chabot College; City College of San Francisco; Clayton Valley High School; College of Marin; CSU East Bay; CSU Fullerton; CSU Monterey Bay; CSU Sacramento; Diablo Valley College; Drexel University; Ex'pression College; Holy Names University; Humboldt State University; Indiana University; Intrax; Laney College; Las Positas College; Mission College; New York University; Northwest Missouri State; Notre Dame de Namur University; Saint Mary's College; Sam Houston State University; San Francisco State University; San Jose State University; San Mateo Community College; Santa Clara University; Santa Rosa Junior College; Skyline College; Sonoma State University; The University of Oregon;</p> |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|--|
| | | <p>The Urban School of San Francisco; UC Berkeley; UC Davis; UC Santa Barbara; UCLA; University of Alabama; University of Colorado @ Boulder; University of Denver; University of San Francisco; University of the Pacific; and, West Valley College.</p> <p>This ongoing internship program is designed to assist members of the community acquire the skills needed for broadcast employment. It provides on-the-job training opportunities to college students so that they can learn about career opportunities in the radio industry. Interns work closely with their mentors from the business operations; promotions; sales; and programming departments.</p> |
| 2 | Participate in Job Fair | <p>On September 29, 2011, our SEU participated in the Dominican University Job Fair. SEU representatives spoke with attendees about careers in broadcasting as well as job openings within the SEU and provided written material about careers and openings. SEU participants included our Digital Director and Promotions Manager.</p> |
| 3 | Hosted event/program for or on behalf of an educational institution related to career opportunities in broadcasting | <p>On May 25 2012, our SEU hosted a group of students from San Rafael High School. The students toured our facilities and talked with members of our On-Air, Engineering and Promotions staff about their responsibilities at the stations, the industry in general and how they could break into the business. Many expressed interest in our internship program.</p> |
| 4 | Hosted event/program for or on behalf of a community organization related to career opportunities in broadcasting | <p>On October 25, 2011, a Boy Scout troop (as well as parents and chaperones) ,hoping to earn its Communication Merit Badge, toured the KGO & KSFO facilities lead by our SEU's Promotions Director during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting. Following the tour they observed a live broadcast after which a lively question-and-answer session ensued.</p> |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|---|
| 5 | Host Job Fair | On January 5, 2012, our SEU hosted a sales open house at our studios in San Francisco. SEU representatives gave attendees a tour of the facilities followed by a Power Point presentation about Cumulus as an employer, which also provided information about the stations in this SEU. Upon completion of the presentation, an informal group discussion was initiated that provided attendees with more information about sales opportunities in broadcasting and job opportunities within the SEU. A follow-up session was conducted to give especially interested attendees the opportunity to "shadow" a Sales Representative. SEU participants included our Sales Managers and Sales Representatives. |
| 6 | Management-level training regarding equal employment opportunity and preventing discrimination | On December 13, 20 and 22, 2011, Cigno E. Gallo, Inc., visited our SEU's offices to conduct harassment prevention training for all of our department heads and managers. |
| 7 | Hosted event/program for or on behalf of an educational institution related to career opportunities in broadcasting (4) | Our SEU's Our On-Air Talent and Assistant Program Director hosted students from the Academy of Arts to tour our studios and newsroom and talk about what is involved in programming a radio station. Career opportunities in the industry as well as internships and job openings within the SEU were also discussed. These tours occurred on the following dates: October 13, 2011; October 14, 2011; March 7, 2011; and, March 8, 2011. |

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|--|--|-------------------------------|
| KSAN/KFOG Promotion Director | 1-7, 9-15, 17-20, 23-31, 33-36 | 1 |
| KGO Assignment Editor | 1-7, 9-15, 17-20, 23-31, 33-36 | 19 |
| Cumulus San Francisco Local Sales Manager | 1, 3, 5, 9-18, 20, 23-30, 33-35 | 5 |
| KNBR Account Executive | 1-36, 39 | 21 |
| KGO Account Executive | 1-36, 39 | 5 |
| KSFO Account Executive | 1-36, 39 | 8 |
| KFOG/The Bone Image Production Director | 1-7, 9-15, 17-20, 23-31, 33-36 | 5 |
| KFOG Sales Coordinator | 1-36 | 5 |
| KGO/KSFO Promotion Director | 1-7, 9-15, 17-20, 23-31, 33-36 | 19 |
| Promotions Coordinator | 1-7, 9-15, 17-20, 23-31, 33-36 | 19 |
| Promotions Coordinator | 1-6; 9-30; 33-36 | 5 |
| KSFO Account Executive | 1-36, 39 | 8 |
| KSFO Account Executive | 1-36, 39 | 28 |
| KGO News Writer | 1-36 | 7 |
| KGO Traffic Reporter | 1-36 | 36 |
| Cumulus San Francisco Assistant Business Manager | 1-6; 9-36, 40 | 19 |
| Cumulus San Francisco Receptionist | 1-6, 8-36 | 8 |
| Accounts Payable Specialist | 1-6, 9-36, 40 | 19 |
| KSAN Account Executive | 1-36, 39 | 5 |
| KFOG Account Executive | 1-36, 39 | 36 |
| Assistant News Director- | 1-6; 9-36 | 5 |
| Continuity Coordinator- | 1-3, 9-18, 20, 23-30, 33-35 | 2 |
| KNBR Account Executive- | 1-37, 39 | 37 |
| KSAN Account Executive- | 1-37, 39 | 37 |
| KNBR Account Executive- | 1-36, 39 | 6 |
| Accounts Payable Specialist | 1, 3, 9-19, 20, 23-30, 33-35 | 19 |
| Sales & Creative Specialist | 1, 3, 5, 9, 11-18, 20, 23-30, 33-35 | 5 |
| KSAN Account Executive | 1-36, 39 | 6 |
| KGO Account Executive | 1-36, 39 | 8 |

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|------------------------------|--|-----------------------|
| KFOG Account Executive | 1-37, 39 | 37 |
| KFOG Account Executive | 1-36, 39 | 28 |
| GSM KNBR | 5* | 5 |
| KSAN Account Executive | 1-36, 39 | 5 |
| KSAN Account Executive | 1-36, 39 | 5 |
| KSAN Account Executive | 1-36, 39 | 5 |
| KSAN Account Executive | 1-36, 39 | 5 |
| KSFO Account Executive | 1-36, 39 | 5 |
| Assistant Business Manager | 1, 3, 9-20, 23-30, 33-35 | 19 |
| AR Coordinator | 1, 3, 9-20, 23-30, 33-35 | 19 |
| AR Billing Coordinator | 1, 3, 9-20, 23-30, 33-35 | 19 |
| KNBR Account Executive | 1-36, 39 | 5 |
| Sales and Creative Assistant | 1, 3, 5, 9, 11-18, 20, 23-30, 33-35 | 5 |
| FM Programming Director | 5* | 5 |
| Market Manager | 38* | 38 |
| National Sales Manager | 5* | 5 |
| KSFO Account Executive | 1-36, 39 | 5 |
| Business & Tech Reporter | 1, 3, 5, 7, 9-18, 20, 23-30, 33-35, 41-42 | 5 |
| Business Manager | 5* | 5 |
| KFOG On-Air Talent | 6* | 6 |

**Exigent Circumstances*

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II. MASTER RECRUITMENT SOURCE LIST ("MRSI")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1 | Internal Posting | N | 5 |
| 2 | Station Websites, www.kfog.com ; www.1077thebone.com www.knbr.com ; www.kgoam810.com ; www.ksfo.com | N | 19 |
| 3 | CMP Business Managers CMPSBusinessManagers@cumulus.com | N | 0 |
| 4 | Non-Employee Referral | N | 0 |
| 5 | Employee Referral | N | 46 |
| 6 | Re-Hire (former employee) | N | 3 |
| 7 | Craigslist, sfbayarea.craigslist.org | N | 5 |
| 8 | Indeed.com | N | 12 |
| 9 | Bay Area STAR, (415) 332-5754; bayareastar.org ; | N | 2 |
| 10 | California Employment Development Department, Oakland Career Center East, 675 Hegenberger Road, 3rd Floor, Oakland, CA 94621, (510) 563-5283 – http://www.caljobs.ca.gov/ | N | 0 |
| 11 | UC Berkeley Career Center, University of California, Berkeley, Berkeley, CA 94720, 510.642.6000, https://berkeley-csm.symplcity.com/employers/ | N | 0 |
| 12 | California State University – East Bay, O. Ray Angle, Director Career Development Center, CSU East Bay, 510.885.2139, ray.angle@csueastbay.edu , post online at https://eastbay-csm.symplcity.com/employers/index.php | N | 0 |
| 13 | University of San Francisco Career Center, 2130 Fulton Street, San Francisco, CA 94117-1080 (415) 422-5555, https://usfca-csm.symplcity.com/employers/ | N | 2 |
| 14 | San Jose State University Career Center, One Washington Square, San José, California 95192, 408.924.1000 https://sjsu-csm.symplcity.com/employers/index.php?signin_tab=0&ck=1&au=&ck= | N | 1 |
| 15 | Stanford University, 450 Serra Mall, Stanford, California 94305, 650.723.2300 https://stanford-csm.symplcity.com/employers/ | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 16 | St. Mary's College of California, 1928 Saint Mary's Road, Moraga, CA 94556, 925. 631.4000, http://www.stmarys-ca.edu/community-and-visitors/for-employers/index.html | N | 0 |
| 17 | AMFMJobs, www.amfmjobs.com | N | 0 |
| 18 | ActiveHire, www.activehire.com | N | 0 |
| 19 | Internal Transfer/Promotion | N | 9 |
| 20 | City College of San Francisco; post on website at http://www.ccsf.edu/Services/ ; also email to eseymore@ccsf.edu and iquadra@ccsf.edu | N | 0 |
| 21 | WorkInSports.com, Amy Eaton, Director of Employer Relations, Work In Sports, L.L.C. P: 480-905-8059, F: 480-905-7231; post by email to PostAJob@WorkInSports.com . | N | 1 |
| 22 | Music Jobs USA, 1 323 527 9905, http://us.music-jobs.com/employers.php | N | 0 |
| 23 | Northern California Broadcasters Association; arobillard@ncradio.com | N | 0 |
| 24 | Heald College, 670 Howard Street, San Francisco, CA 94105; dwnette_flash@heald.edu | N | 0 |
| 25 | San Francisco State University BCA Department, 1600 Holloway Avenue, San Francisco, CA 94132, (415) 338-1111; Paid positions - beca@sfsu.edu ; Internships - mcamacho@sfsu.edu | N | 0 |
| 26 | San Francisco State University Career Center, recruit@sfsu.edu | N | 0 |
| 27 | SFRecruiter.com – send by email to jobs@sfirecruiter.com | N | 0 |
| 28 | On-Air Announcements (one or more SEU stations) | N | 8 |
| 29 | NOVA, Joyce Nolan, 505 W. Olive Avenue, Sunnyvale, CA 94086, 408.774.5417; fax 408.730.7643; jobs@novaworks.org | N | 0 |
| 30 | Gary James, Ohio Center for Broadcasting, 5330 East Main St, Suite 200, Columbus, Ohio 43213, Phone: 614.245.0555 gary@beonair.com | Y | 0 |
| 31 | National Lesbian & Gay Journalists Association, 2120 L Street, Suite 850, Washington, DC 20037, Phone: 202.588.9888, Fax: 202.588.1818, info@nlgia.org | N | 0 |
| 32 | Arriba Juntos, Edwin Narvaez, Case Manager/Employment Specialist, 1850 Mission St., San Francisco, CA 94103, 415-401-4895 (Direct), 415-487-3240 (Main), Fax: 415-863-9314 | Y | 0 |
| 33 | Diablo Valley College Career Placement Center, 321 Golf Club Road, Pleasant Hill, CA 94523, Phone: 925.685.1230, Fax: 925.691.7538; email careerservices@dvc.edu | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|--|---|--|
| 34 | Experience Unlimited, Attn: Sylvia Gonzales, 745 Franklin Street, Lower Level, San Francisco, CA 94102, Tel: 415.771.1776; send to fax 415.749.7478; | N | 0 |
| 35 | Young Community Developers, Inc., 1715 Yosemite Avenue, San Francisco, CA 94124, (415) 822-3491; Fax 415.822.1196; | N | 0 |
| 36 | Walk-In/Self-Referral | N | 7 |
| 37 | Job Fairs/Open House (see Section III) | N | 23 |
| 38 | Inside Radio, http://www.insideradio.com/ | N | 1 |
| 39 | Listener/Audience Database | N | 8 |
| 40 | Golden Gate University, 536 Mission St San Francisco, CA 94105, (415) 442-7000 – http://www.ggu.edu/ | N | 3 |
| 41 | All Access, Job Board, http://www.allaccess.com/forum/viewforum.php?f=9 | N | 2 |
| 42 | Unknown (source not adequately identified) | N | 3 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 160 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|---|
| 1 | College Internship Program | <p>During this reporting period this SEU hosted <u>100</u> interns from the following schools:</p> <p>Academy of Art University; Berkeley City College; Boston University; Cal Poly – San Luis Obispo; Cafñada College; Chapman University; City College of San Francisco; CSU East Bay; Diablo Valley College; Drexel University; Ex'pression College; Holy Names University; Intrax; Las Positas College; Marymount Manhattan College; Menlo College; Northwest Missouri State Notre Dame de Namur University; Peralta College; Quinnipiac University; Roger Williams University; San Francisco State University; San Jose State University; San Mateo Community College; Santa Rosa Junior College; Skyline College; Sonoma State University St. Mary's College;; UC Berkeley;</p> |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|--|
| | | <p>UC Davis; University of Colorado Boulder; University of Michigan; University of Oregon; University of San Francisco, and, Whitman College.</p> <p>This ongoing internship program is designed to assist members of the community acquire the skills needed for broadcast employment. It provides on-the-job training opportunities to college students so that they can learn about career opportunities in the radio industry. Interns work closely with their mentors from the following departments: business operations; promotions; sales; and, programming.</p> |
| 2 | Host event/program sponsored by a community organization related to careers in broadcasting | On September 26, 2012, members of our SEU's Promotions Department hosted a Girl Scout troop (w/ parents and chaperones), hoping to earn its Communication Merit Badge, for a tour of our facilities. Our Promotions staff discussed how radio stations operate as well as the opportunities available for a future career in broadcasting. |
| 3 | Participate in event/program sponsored by an educational institution related to careers in broadcasting | On January 30, 2013, our SEU's Promotions Coordinator was invited to address a group of students at San Francisco State University about career opportunities in broadcasting as well as internships and job openings within the SEU. |
| 4 | Host event/program sponsored by an educational institution related to careers in broadcasting | On April 9, 2013, our SEU's Programming Department hosted a group of students from Menlo College to tour our studios and newsroom and talk about what is involved in programming a radio station. Career opportunities in the industry as well as internships and job openings within the SEU were also discussed. Students had the opportunity to ask questions and gain insight about the broadcast industry. |
| 5 | Host event/program sponsored by an educational institution related to careers in broadcasting (6) | Our SEU's Programming Department regularly hosts students from the Academy of Arts to tour our studios and newsroom and talk about what is involved in programming a radio station. Career opportunities in the industry as well as internships and job openings within the SEU were also discussed. These tours occurred on the following dates: October 3, 2012; October 4, 2012; March 13, 2013; March 14, 2013; March 20, 2013; and, March 21, 2013. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 6 | Host Job Fair | On November 7, 2012, our SEU hosted a sales open house at our studios in San Francisco. SEU representatives gave attendees a tour of the facilities followed by a Power Point presentation about Cumulus as an employer, which also provided information about the stations in this SEU. Upon completion of the presentation, an informal group discussion was initiated that provided attendees with more information about sales opportunities in broadcasting and job opportunities within the SEU. Interested attendees were encouraged to schedule a formal interview. SEU participants included all of our local Sales Managers. |
| 7 | Participate in Job Fair | On May 15, 2013, our SEU participated in a job fair hosted by the City of San Francisco and the Diversity Recruiters Network. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included members of our Programming and Sales departments. |

Form 396
Exhibit 3
July 2013
Cumulus/San Francisco, CA

Outreach Efforts

Descriptions of the outreach efforts undertaken by this station employment unit ("SEU") are provided in the attached EEO Public File Reports and include such activities as hosting a robust internship program and sales open houses as well as participating in local job fairs.

Due to the departure of the SEU's Assistant Business Manager—the employee charged with FCC EEO compliance—we are unable to confirm the accuracy of the interviewee data in our earlier 2012 EEO Public File Report. Our SEU has since installed a new Business Manager, who is also supported by an Assistant Business Manager; and, as a team, these individuals maintain all SEU hiring data and will ensure compliance in the future.

